# M

# IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF MICHIGAN

(Write the full name of each plaintiff who is filing this complaint. If the names of all the plaintiffs cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

"Interretional Unital Auto Workers

(Write the full name of each defendant who is being sued. If the names of all the defendants cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

Case: 2:20 cv 10718
Judge: Cox. Sean F.
MJ: Whalen, R. Steven
Filed: 03-17 2020
CMP LARKINS VS INTERNATIONAL UNITED AUTO WORKERS (DP)

Jury Trial: Yes No

**Complaint for Employment Discrimination** 

#### I. The Parties to This Complaint

#### A. The Plaintiff(s)

Provide the information below for each plaintiff named in the complaint. Attach additional pages if needed.

Name
Street Address
City and County
State and Zip Code
Telephone Number
E-mail Address

Color Shell Man Company Compan

#### B. The Defendant(s)

Provide the information below for each defendant named in the complaint, whether the defendant is an individual, a government agency, an organization, or a corporation. For an individual defendant, include the person's job or title (if known). Attach additional pages if needed.

Defendant No. 1	
Name	International DAW
Job or Title	Tresident -cry Jones
(if known)	Do and Later A
Street Address	8000 E Jakerson the
City and County	Detrot Water
State and Zip Code	MZ UBJIM
Telephone Number	313 926 5000
E-mail Address	~ Siddigiavaw. net
(if known)	(
Defendant No. 2	
Name	
Job or Title	
(if known)	
Street Address	
City and County	
State and Zip Code	
Telephone Number	
E-mail Address (if known)	

### Case 2:20-cv-10718-SFC-RSW ECF No. 1 filed 03/17/20 PageID.3 Page 3 of 14

MIED ProSe 7 (Rev. 5/16). Complaint for Employment Discrimination. Defendant No. 3 Name Job or Title (if known) Street Address City and County State and Zip Code Telephone Number E-mail Address (if known) Defendant No. 4 Name Job or Title (if known) Street Address City and County State and Zip Code Telephone Number E-mail Address (if known) C. Place of Employment The address at which I sought employment or was employed by the defendant(s) is: Name Street Address City and County State and Zip Code

Telephone Number

### II. Basis for Jurisdiction

This action is	brought for discrimination in employment pursuant to (check all that apply):
	Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, color, gender, religion, national origin).
	(Note: In order to bring suit in federal district court under Title VII, you must first obtain a Notice of Right to Sue letter from the Equal Employment Opportunity Commission.)
	Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 62 to 634.
	(Note: In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file a charge with the Equal Employment Opportunity Commission.)
	Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 to 12117.
	(Note: In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a Notice of Right to Sue letter from the Equal Employment Opportunity Commission.)
	Other federal law (specify the federal law):
	Relevant state law (specify, if known):
	Relevant city or county law (specify, if known):

#### III. Statement of Claim

Write a short and plain statement of the claim. Do not make legal arguments. State as briefly as possible the facts showing that each plaintiff is entitled to the damages or other relief sought. State how each defendant was involved and what each defendant did that caused the plaintiff harm or violated the plaintiff's rights, including the dates and places of that involvement or conduct. If more than one claim is asserted, number each claim and write a short and plain statement of each claim in a separate paragraph. Attach additional pages if needed.

A.	The discriminapply):	The discriminatory conduct of which I complain in this action includes (check all that apply):			
		Failure to hire me.			
		Termination of my employment. Failure to promote me.			
		Failure to accommodate my disability.			
		Unequal terms and conditions of my employment.			
		Retaliation. Other acts (specify):			
	<del></del>	Suite 8602 (-F 99)			
	(Note:	Only those grounds raised in the charge filed with the Equal			
	Emplo	yment Opportunity Commission can be considered by the federal district under the federal employment discrimination statutes.)			
	court	under the jederal employment distrimination statutes.)			
B.	It is my best r	ecollection that the alleged discriminatory acts occurred on date(s)			
C.	I believe that	defendant(s) (check one):			
٠.		is/are still committing these acts against me.			
		is/are not still committing these acts against me.			
		the state of the s			
D.	Defendant(s)	discriminated against me based on my (check all that apply and explain):			
		race			
		color			
		gender/sex			
		religion			
		national origin			
		age. My year of birth is . (Give your year of birth only if			
		you are asserting a claim of age discrimination.)			
		disability or perceived disability (specify disability)			
		FWCH			

vert Page

#### IV. Exhaustion of Federal Administrative Remedies

Α.	Commission of	ecollection that I filed a charge with the Equal Employment Opportunity or my Equal Employment Opportunity counselor regarding the leged discriminatory conduct on (date)
В.	The Equal Em	ployment Opportunity Commission (check one):
		has not issued a Notice of Right to Sue letter.
		issued a Notice of Right to Sue letter, which I received on (date)
		(Note: Attach a copy of the Notice of Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.)
C.	Only litigants	alleging age discrimination must answer this question.
	Since filing m Commission r	y charge of age discrimination with the Equal Employment Opportunity egarding the defendant's alleged discriminatory conduct (check one):
		60 days or more have elapsed.
		less than 60 days have elapsed.

#### V. Relief

State briefly and precisely what damages or other relief the plaintiff asks the court to order. Do not make legal arguments. Include any basis for claiming that the wrongs alleged are continuing at the present time. Include the amounts of any actual damages claimed for the acts alleged and the basis for these amounts. Include any punitive or exemplary damages claimed, the amounts, and the reasons you claim you are entitled to actual or punitive money damages. Attach additional pages if needed.

# MIED ProSeT (Rev 5/16) Complaint for a Civil Case For Employment Discrimination

Additional Information:

Dec 17, I was demoted from Boarkeeper B to Switch board operator & not allowed to possess a job that was mine. Forcing me to Swithboard. I was raplaced on that job by a white man Jan 2019. The white man had 2 years seniority. I had 9 years seniority.

march 26 I was replaced on switch board by a white woman. Exempted to Gengrapher which paid tess money.

I was the only tegal bilder on a job

& I had 10 years seniority. The UAW

gave the job to a white temporary

worker with 2 months of work, She

worker with 2 months of work, She

J. & rot bid on the job or test

For the UAW Diovani Mathews.

And It I was Esqualified From the Chrysler dot 27 or 20th & negotications Ereplaced with another white Temporary worker woman.

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with an	worker)	disqual:	Fred di	se to P	Sessin	zan
\		AJMZ				
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	these w	ore my la	55540.		~ Lec	gradation
ST NO	continue a requ		1.21	17/6/6/60		ctupin /i
٧.	Certification and Cl	osing				worlded

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

### A. For Parties Without an Attorney

I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

Date of signing:	(20)
Signature of Plaintiff	Lorda Labrins
Printed Name of Plaintiff	Sheila Larkins

I have punitive damage of \$ 15,000
Tugerhood Chrysler Negoticitions 120,000 lost
who awhite disqualitied due to possessing an temporary worker FMLA that existed 5/1/29-5/1/20
temporary works FMLA that existed 5/1/29-5/1/20
I had to go on a medical For a breakdown
after this & los an abbitional \$ 6,400 on
medical.
I was disqualified for being tardy &
these were my losses. Lat have a regrest OF & 1.5 million degradation
SI have a regrest OF & 1.5 million degradation
V. Certification and Closing  Violate

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

### A. For Parties Without an Attorney

I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

Date of signing:	(, $20$ $)$ 0.
Signature of Plaintiff	Joel Labrins
Printed Name of Plaintiff	Sheila Larkins

#### VI. Certification and Closing

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

#### A. For Parties Without an Attorney

I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

Date of signing: \(\tag{7, 20}\)

Signature of Plaintiff

Printed Name of Plaintiff

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Case 2:20-cv-10718-SFC-RSW ECF No. 1 filed 03/17/20 Page ID.11 Page 11 of 14

## NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

1	Sheila Larkins 1901 Campau Farms Cir Detroit, MI 48207	From:	Detroit Field Office 477 Michigan Avenue Room 865 Detroit, MI 48226
			e e e e e e e e e e e e e e e e e e e
	On behalf of person(s) aggri		
EEOC	Charge No.	EEOC Representative	Telephone No.
471-2	019-04243	Jacquelyne E. Fizer-Wilson,	(313) 226-7635
		Investigator (See also	the additional information enclosed with this form.)
NOTICE	TO THE PERSON AGGRIEVED:	1000 2130	are duditional integration enclosed with this form,
Act (GI been is of your	NA): This is your Notice of Right sued at your request. Your laws	to Sue, issued under Title VII, the ADA or GINA uit under Title VII, the ADA or GINA <b>must be f</b> il	or the Genetic Information Nondiscrimination A based on the above-numbered charge. It has led in a federal or state court <u>WITHIN 90 DAYS</u> the time limit for filing suit based on a claim under
	More than 180 days have	passed since the filing of this charge.	
$\Box$		passed since the filing of this charge, but I have dministrative processing within 180 days from th	e determined that it is unlikely that the EEOC will e filing of this charge.
>	The EEOC is terminating	its processing of this charge.	
	The EEOC will continue t	o process this charge.	
Age Dis 90 days your ca	s after you receive notice that we	ct (ADEA): You may sue under the ADEA at ar have completed action on the charge. In this r	ry time ਜ਼ਾਂਹਾਨ ਦੇਹ days after the charge was ਜ਼ਿੰਦਰ until egard, the paragraph marked below applies to
	The EEOC is closing you 90 DAYS of your receip	r case. Therefore, your lawsuit under the ADEA t of this Notice. Otherwise, your right to sue b	A must be filed in federal or state court <u>WiTHIN</u> ased on the above-numbered charge will be lost.
	The EEOC is continuing i	its handling of your ADEA case. However, if 60 all or state court under the ADEA at this time.	days have passed since the filing of the charge,
in feder	al or state court within 2 years (3	e the right to sue under the EPA (filing an EEOC years for willful violations) of the alleged EPA unan 2 years (3 years) before you file suit may	charge is not required.) EPA suits must be brought derpayment. This means that backpay due for not be collectible.
If you fil	le suit, based on this charge, plea	ase send a copy of your court complaint to this of	fice.
		On behalf of the Cor	nmission
		Ruide V. Sand	and 12.19.19
Enclos	sures(s)	Michelle Eisele, District Director	(Date Mailed)
cc:	Edward Macey UAW INTERNATIONAL Assistant General Counse 8000 E. Jefferson Ave. Detroit, MI 48214	el ·	· ¾

# Case 2:20-cv-10718-Support EAWs Part EAWs Part

(This information relates to filing suit in Federal or State court <u>under Federal law</u>.

If you also plan to sue claiming violations of State law, please be aware that time limits and other provisions of State law may be shorter or more limited than those described below.)

# PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), or the Age Discrimination in Employment Act (ADEA):

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should keep a record of this date. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was mailed to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

#### PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred more than 2 years (3 years) before you file suit may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 – not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Titlé VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

#### ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

#### ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.

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JS 44 (Res 02 19)

#### **CIVIL COVER SHEET**

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. ASSET INSTRUCTIONS ON NEXT PAGE OF THIS FORM.

purpose of initiating the civil de	ocket sheet (\$SEE INSTRUC	TIONS ON NEXT PAGE OF T		•		
I. (a) PLAINTIFFS			DEFENDANTS			
iartins. Shela, M			International UAW			
(b) County of Residence of First Listed Plaintiff Way Carlo			County of Residence of First Listed Defendant  (IN U.S. PLAINTIEF CASES ONLY)  NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED			
(c) Attorneys chirm Name.	Address, and Telephone Numbe	r)	Attorneys (II Known)			
II. BASIS OF JURISD	ICTION (Place an "X" in	One Box Only)	CITIZENSHIP OF PR	RINCIPAL PARTIES	Place an "X" in One Box for Planniff	
□ i US Government Plaintiff (	23 Vederal Question (U.S. Government)		(For Diversity Cases Only) P1 Citizen of This State	,		
2 U.S. Government Defendant	4 Diversity (Indicate Citizensh.)	ip of Parties in Hem III)	Citizen of Another State	of Business In A	Another State	
			Citizen or Subject of a Foreign Country		☐ 6 ☐ 6	
IV. NATURE OF SUIT			· · · · · · · · · · · · · · · · · · ·	Click here for: Nature of S		
CONTRACT		RTS	FORFEITURE/PENALTY  [] 625 Drug Related Seizure	BANKRUPTCY  422 Appeal 28 USC 158	OTHER STATUTES  375 False Claims Act	
110 Insurance   120 Marine   130 Miller Act   130 Miller Act   140 Negotiable Instrument   150 Recovery of Overpayment & Enforcement of Judgment   151 Medicare Act   152 Recovery of Defaulted Student Loans (Excludes Veterans)   153 Recovery of Overpayment of Veteran's Benefits   160 Stockholders' Suits   190 Other Contract   195 Contract Product Liability   196 Franchise   REAL PROPERTY   210 Land Condemnation	PERSONAL INJURY  310 Amplane 315 Amplane Product Liability 320 Assault, Libel & Slander 330 Federal Employers' Liability 340 Marine 345 Marine Product Liability 350 Motor Vehicle 355 Motor Vehicle Product Liability 360 Other Personal Injury 362 Personal Injury Medical Malpractice CIVIL RIGHTS	PERSONAL INJURY  365 Personal Injury - Product Liability  367 Health Care: Pharmaceutical Personal Injury Product Liability  368 Asbestos Personal Injury Product Liability  PERSONAL PROPERTY  370 Other Fraud  371 Truth in Lending  380 Other Personal Property Damage  385 Property Damage  785 Property Damage  786 Product Liability  PRISONER PETITIONS  Habeas Corpus:	of Property 21 USC 881  of Property 21 USC 881  690 Other  LABOR  710 Fair Labor Standards Act 720 Labor Management Relations 740 Railway Labor Act 751 Family and Medical Leave Act 790 Other Labor Lingation 791 Employee Retirement	□ 423 Withdrawal 28 USC 157  PROPERTY RIGHTS □ 820 Copyrights □ 830 Patent □ 835 Patent - Abbreviated New Drug Application 840 Trademark SOCIAL SECURITY □ 861 H1A (1395ff) □ 862 Black Lung (923) □ 863 DIWC DIWW (405(g)) □ 864 SSID Trile XVI □ 865 RSI (405(g))  FEDERAL TAX SUITS □ 870 Tayes (U.S. Plannuff	□ 376 Qm Tam (31 USC 3729(a)) □ 400 State Reapportionment □ 410 Antitrust □ 430 Banks and Banking □ 450 Commerce □ 460 Deportation □ 470 Racketeer Influenced and Corrupt Organizations □ 480 Consumer Credit □ 485 Telephone Consumer Protection Act □ 490 Cable Sat IV □ 850 Securities Commodities □ Exchange □ 890 Other Statutory Actions □ 891 Agricultural Acts □ 893 Fine ironmental Matters □ 895 Freedom of Information	
☐ 320 Foreclosure ☐ 230 Foreclosure ☐ 230 Rent Lease & Ejectment ☐ 240 Torts to Land ☐ 245 Tort Product Liability ☐ 290 All Other Real Property	440 Oning	1463 Alien Detainee   1463 Alien Detainee   1510 Motions to Vacate Sentence   1530 General   1535 Death Penalty Other:   1540 Mandamus & Other   1550 Civil Rights   1555 Prison Condition   1560 Civil Detainee - Conditions of Confinement	Immigration    462 Naturalization Application   465 Other Immigration   Actions	or Defendant) □ 871 (RS: -Third Party 26 USC 7609	Act    896 Arbitation   899 Administrative Procedure   Act/Review or Appeal of   Agency Decision   950 Constitutionality of   State Statutes	
Proceeding State Court Appellate Court Reopened Franctic (specify)  Remarks In One Box Only   8 Multidistrict   8 Multidistrict   18 Multidistrict						
VI. CAUSE OF ACTION  Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity)  Brief description of cause						
VII. REQUESTED IN CHECK IF THIS IS A CLASS ACTION DEMAND 5 CHECK YES only if demands on complaint UNDER RULE 23, F R Cv P JURY DEMAND: Yes No						
VIII. RELATED CASI	E(S)  (See instructions)	JUDGE		DOCKET NUMBER		
FOR OFFICE USE ONLY	)O	SIGNATURE OF A LITE	NEW DE DECORD			

## **PURSUANT TO LOCAL RULE 83.11**

1.	Is this a case that has been previously dismissed?	Yes
If yes, give	e the following information:	<u></u> No
Court:		
Case No.:		
Judge:		
2.	Other than stated above, are there any pending or previously discontinued or dismissed companion cases in this or any other court, including state court? (Companion cases are matters in which it appears substantially similar evidence will be offered or the same or related parties are present and the cases arise out of the same transaction or occurrence.)	Yes No
Court:	the following information:  Sastern Dist.  S-CU-11993  Drain	
Notes :		